

WPP

**Workstyle &
Performance Profile**
Sales



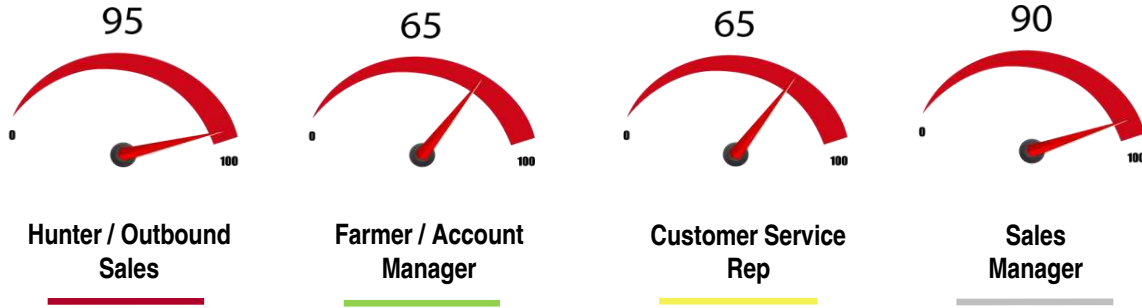
EMPLOYER REPORT
For Hiring, Training & Coaching

John Doe

June 27, 2016



Position Fit Summary



Summary of Mr. Doe's results:



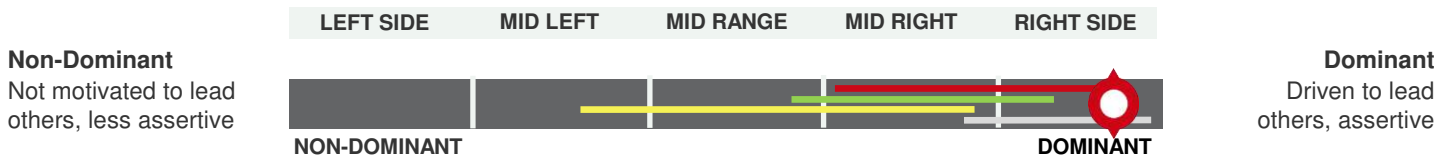
33 **Validity Score:**
 If the validity score is below 15:
 • Interpret the results above with caution
 • Participant may have chosen answers to appear unrealistically favorable
 • Verify results with interview and reference questions

Score Marker
 The marker represents this employee's results.
 The average results of working adults is at the middle point of each dimension.

Sales Position Preferred Score Ranges

- Hunter / Outbound Sales
- Farmer / Account Manager
- Customer Service Rep
- Sales Manager

Dimension 1: Non-Dominant vs. Dominant



Mr. Doe scored in the Right Side of the Non-Dominant vs. Dominant dimension.

This dimension measures the degree to which a person is driven to take charge and lead others. Right side scoring individuals tend to be ambitious and focused on influencing others. They prefer to take charge and assume a leadership role.

Positive aspects of how Mr. Doe scored:

- Confident and self-motivated
- Sets and reaches difficult goals
- Enjoys leading others
- Assertive and driven

Job-Fit Considerations – Mr. Doe would fit best into a role that:

- Provides the ability to take charge and lead
- Has the responsibility of managing a team or managing important projects/initiatives
- Involves decision making responsibilities
- Provides adequate freedom and resources to accomplish tasks quickly

Coaching/developmental areas related to how Mr. Doe scored:

- Would be most comfortable when leading others or in a position of importance
- Would be most satisfied when having decision making authority

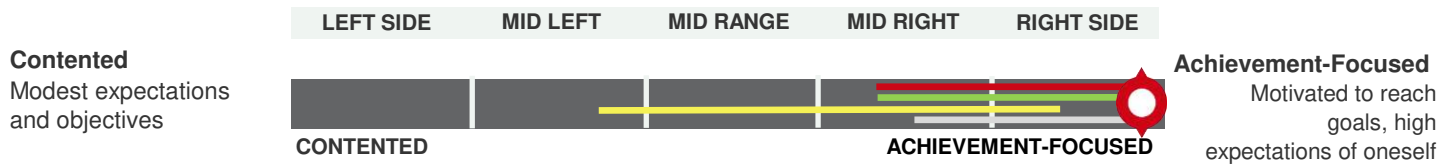
Management considerations for leading Mr. Doe:

- Would benefit from ongoing coaching on leadership skills
- Can be given the authority to lead important projects/initiatives
- Will likely prefer to decide how and when tasks are completed
- Will not prefer to be managed or monitored closely

Interview Questions – Suggested questions to probe into this area to further assess "fit"

- Tell me about a competitive situation you were in where you had to prove yourself. What was the situation and how did you handle it?
- The ability to inspire and motivate others is an important skill in any position. Tell me about a time when you influenced others you worked with or managed them to improve their performance. How did you help them and what were the results?

Dimension 2: Contented vs. Achievement-Focused



Mr. Doe scored in the Right Side of the Contented vs. Achievement-Focused dimension.

This dimension measures the degree to which a person is focused on achieving challenging goals. High scoring individuals are focused on achieving challenging goals and completing their objectives at a high performance level.

Positive aspects of how Mr. Doe scored:

- Self-motivated to reach high goals
- Has high standards and expectations of themselves and others
- Focused on completing tasks and reaching objectives
- Enjoys difficult challenges

Job-Fit Considerations – Mr. Doe would fit best into a role that:

- Provides rewards for self-motivation and hard work
- Requires consistently meeting high standards
- Involves struggling to reach challenging goals
- Provides recognition for delivering high quality results

Coaching/developmental areas related to how Mr. Doe scored:

- May need to be challenged and fully utilized to be engaged in work
- May become frustrated when personal goals or expectations are not met

Management considerations for leading Mr. Doe:

- Would respond well to being recognized for reaching objectives
- Would prefer to have challenging goals rather than easy ones
- May be too self-critical if goals aren't met
- Would respond well to being encouraged to exceed expectations

Interview Questions – Suggested questions to probe into this area to further assess "fit"

- Tell me about a time when you faced a challenge that required an exceptional amount of motivation to overcome. Please describe the situation and your actions in detail.
- Tell me about a time when you felt that you weren't challenged enough in your job. What was the situation and how did you handle it?

Dimension 3: Reactive vs. Calm



Mr. Doe scored in the Right Side of the Reactive vs. Calm dimension.

This dimension measures the degree to which a person is calm and tolerant of stress and pressure. Right side scoring individuals are seen as even-tempered and calm in stressful situations and don't tend to take criticism personally.

Positive aspects of how Mr. Doe scored:

- Even-keeled and calm
- Stress tolerant
- Non-reactive to typical work pressure
- Able to persist and stay optimistic

Job-Fit Considerations – Mr. Doe would fit best into a role that:

- Requires being persistent
- Requires a high level of stress tolerance
- Involves work where it helps to stay calm and collected
- Is demanding and challenging

Coaching/developmental areas related to how Mr. Doe scored:

- Others may mistake calmness for being aloof
- May prefer to analyze situations before acting

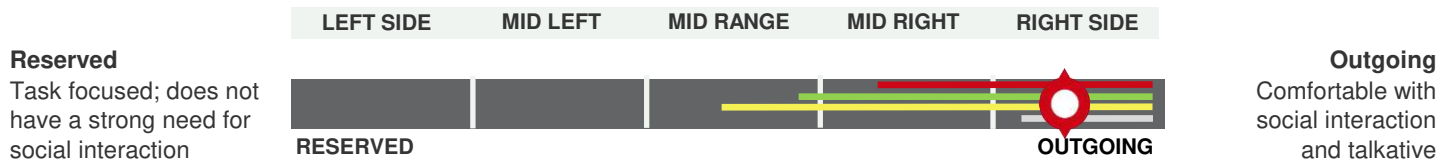
Management considerations for leading Mr. Doe:

- May need prompting to react immediately to complex issues
- May not openly show enthusiasm and appreciation
- Will likely not appreciate others over-reacting to minor issues or threats
- May not display a sense of urgency

Interview Questions – Suggested questions to probe into this area to further assess "fit"

- Tell me about a time when you were particularly overwhelmed with your responsibilities at work. What strategies did you use to deal with this pressure?
- Tell me about a time when you didn't react quickly enough to an issue or problem. What was the situation and what were the results?

Dimension 4: Reserved vs. Outgoing



Mr. Doe scored in the Right Side of the Reserved vs. Outgoing dimension.

This dimension measures the degree to which a person enjoys and is comfortable with social interaction. Right side scoring individuals tend to be approachable and outgoing. They are able to quickly build rapport and enjoy interacting with new people.

Positive aspects of how Mr. Doe scored:

- Is naturally outgoing, open and communicative
- Can quickly build relationships with coworkers and customers
- Comfortable being the center of attention
- Will initiate social interaction

Job-Fit Considerations – Mr. Doe would fit best into a role that:

- Has a focus on communicating and building relationships
- Requires initiating contact with unfamiliar people
- Involves limited independent work
- Involves collaboration with others

Coaching/developmental areas related to how Mr. Doe scored:

- May prefer collaboration to completing tasks independently
- May perform better with more group involvement

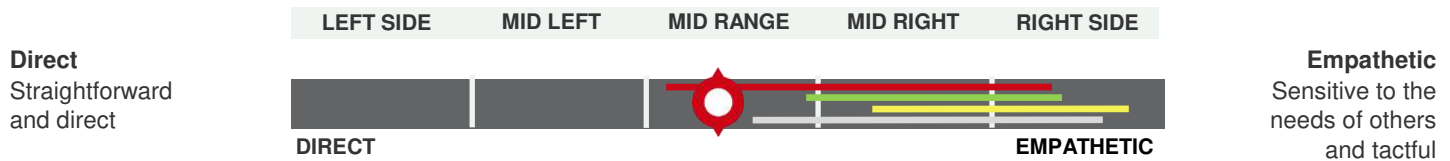
Management considerations for leading Mr. Doe:

- Will likely share thoughts and ideas openly
- May not always think ideas through before sharing them
- Should be given the opportunity to interact with new people
- Should focus on work interacting with others rather than working independently

Interview Questions – Suggested questions to probe into this area to further assess "fit"

- Tell me about a time when you had to communicate with an uncommunicative or unresponsive person or customer. How did you handle the situation?
- Give me an example of when you used your listening skills to help achieve an objective. Describe the situation in detail.

Dimension 5: Direct vs. Empathetic



Mr. Doe scored in the Mid Range of the Direct vs. Empathetic dimension.

This dimension measures the degree to which a person is sensitive to the feelings of others and shows empathy. Mid-range scoring individuals are seen as cooperative & agreeable but can be forthright & direct in situations where they feel it is necessary.

Positive aspects of how Mr. Doe scored:

- Honest and direct
- Seen as cooperative
- Will be comfortable voicing opinions
- Will strive to maintain good relations with others

Job-Fit Considerations – Mr. Doe would fit best into a role that:

- Focuses on both concrete and people issues
- Doesn't involve constantly being exposed to negative feelings and conflict
- Allows an opportunity to provide constructive criticism
- Involves helping others

Coaching/developmental areas related to how Mr. Doe scored:

- May feel uncomfortable openly disagreeing with others
- May be uncomfortable dealing with people who are upset or angry

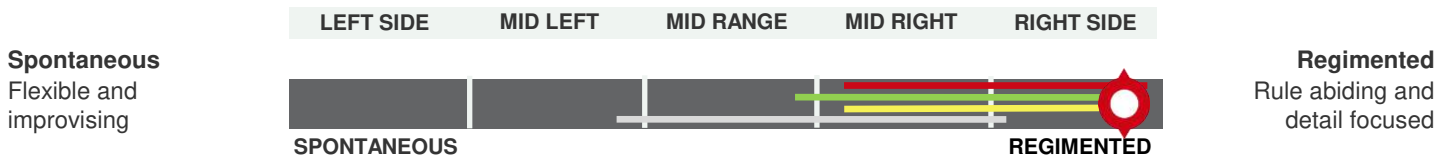
Management considerations for leading Mr. Doe:

- Can handle negative information
- Not likely to take constructive criticism personally
- May not feel comfortable facing interpersonal conflict
- Will likely want supportive relationships with co-workers

Interview Questions – Suggested questions to probe into this area to further assess "fit"

- Tell me about a particularly challenging time when you had to influence or convince someone to do something in order to complete a task or objective. What was the situation and what did you do?
- Tell me about a recent time when you had to deal with someone who was angry or upset with you. What was the situation and how did you handle it?

Dimension 6: Spontaneous vs. Regimented



Mr. Doe scored in the Right Side of the Spontaneous vs. Regimented dimension.

This dimension measures the degree to which a person is conventional, rule abiding and detail-focused. Right side scoring individuals are typically excellent at planning and organizing. They are regarded as meticulous and value structure and certainty.

Positive aspects of how Mr. Doe scored:

- Process and detail-oriented
- Prefers order and structure
- Conscientious and dependable
- Mindful of planning and preparation requirements

Job-Fit Considerations – Mr. Doe would fit best into a role that:

- Has a focus on planning and organizing
- Requires getting details right
- Has expectations and objectives that are clear
- Has consistent goals and measures of success

Coaching/developmental areas related to how Mr. Doe scored:

- At times, may prefer to focus on the details rather than on the "big picture"
- May respond to stressful or unusual situations by planning and organizing

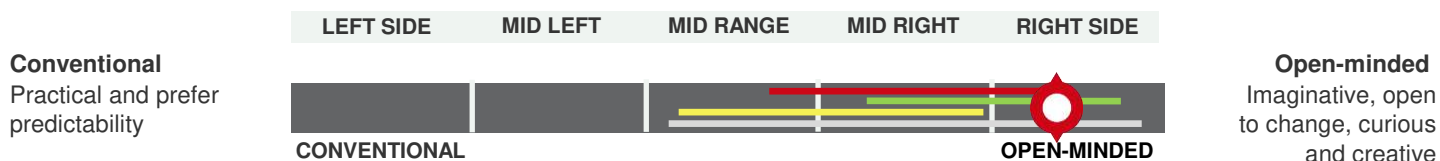
Management considerations for leading Mr. Doe:

- Does not require close supervision
- Will be highly organized and detail-oriented
- Should be given clearly defined responsibilities, goals and targets
- May need extra time to adapt to changes in goals or processes

Interview Questions – Suggested questions to probe into this area to further assess "fit"

- Tell me about a time when you had to change plans when you didn't want to. What was the situation and how did you handle it?
- Tell me about a time when you worked in an environment where there was a lack of planning and organization. What was the situation and how did you react?

Dimension 7: Conventional vs. Open-minded



Mr. Doe scored in the Right Side of the Conventional vs. Open-minded dimension.

This dimension measures the degree to which a person is curious, imaginative and innovative. High scoring individuals are creative and comfortable with change. They will likely have a strong preference for variety in their work.

Positive aspects of how Mr. Doe scored:

- Willing to experiment with new tools and methods
- Thinks strategically
- Open to change and new ideas
- Good at finding creative solutions to problems

Job-Fit Considerations – Mr. Doe would fit best into a role that:

- Allows for innovation and developing new ideas
- Requires finding creative solutions to problems
- Involves strategic thinking
- Allows some decisions to be made based on intuition

Coaching/developmental areas related to how Mr. Doe scored:

- May need a lot of change to remain stimulated
- May over-analyze situations or problems at times

Management considerations for leading Mr. Doe:

- Should be given the opportunity to try new approaches to tasks
- Should be included in brainstorming or strategizing
- Would enjoy facing new challenges
- Will be comfortable adapting to change and taking risks

Interview Questions – Suggested questions to probe into this area to further assess "fit"

- Give me an example of when you needed to be creative or innovative in order to complete a task or objective. What was the situation and how did you respond?
- Sometimes we have to adapt to changes that we don't believe in. Give me an example of a time when a change was happening that you thought was not justified. What was the situation and how did you handle it?

TalentClick

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Get feedback from your managers, peers and subordinates to get a well-rounded picture of a leader or manager's work performance.



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Collect employee feedback from multiple levels to gain useful business intelligence for decision support around safety initiatives, culture, employee engagement and more.



Cognitive Quotient
Assess front-line workers in industrial settings to measure verbal, numerical and spatial reasoning. CQ ensures you hire workers who have the cognitive capacity required for the role.



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Workstyle & Performance Profile
Reveal each participant's workstyle, strengths and areas for improvement. The WPP results can be used for hiring, training, and performance management.



English Proficiency
Measure a person's ability to review written English, use correct grammar, understand the meanings of words and type error-free sentences.

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Team Building
Bring your team(s) together to better understand each other's natural strengths, areas for development, communication styles and conflict management styles so that you can effectively reach company goals and objectives.

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